

Herbert DuBuque-Dicknison

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PROFESSIONAL SUMMARY

Proven HR Manager experienced at scaling teams and processes across global, comfortable working cross-functionally.

EXPERIENCE

Talent Acquisition Manager — Sauer - Marks (Oct 2014 - Present)

- Led recruitment for 187 roles across EMEA/US, reducing time-to-hire by 40%.
- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 8 points.

People Operations Manager — Kautzer Inc (Sep 2022 - Jun 2025)

- Implemented a performance review program which improved engagement scores by 16 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 72 roles across EMEA/US, reducing time-to-hire by 34%.

Talent Acquisition Manager — Gibson Group (Jun 2023 - Oct 2025)

- Led recruitment for 82 roles across EMEA/US, reducing time-to-hire by 31%.
- Implemented a performance review program which improved engagement scores by 17 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

Talent Acquisition Manager — Hoeger - Roob (Jul 2023 - Feb 2024)

- Led recruitment for 163 roles across EMEA/US, reducing time-to-hire by 37%.
- Implemented a performance review program which improved engagement scores by 10 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 25%.
- Managed complex employee relations issues and maintained compliance with local employment law.

SKILLS

Talent

Recruitment

Operations

HRIS (Workday/BambooHR)

People Practices

Performance Management • Employee Relations • L&D

Compliance

Diversity & Inclusion

EDUCATION

MSc Human Resource Management, Reichel - Kemmer College (2018)

PROJECTS

carus - Grass-roots coherent initiative <https://linear-gradient.org/>

vox tergeo spero - Stand-alone fresh-thinking hardware